

# **south dakota** **INCENTIVES** *plus* Incentive Award Matrix (September 2007)

Under the South Dakota INCENTIVES*plus* program, five types of compensation are available to principals, instructional staff or teachers. These five types of compensation are divided into three “tiers.” Tier 1 covers school-based performance awards. Tier 2 covers individual awards, and Tier 3 covers recruitment incentives. The table below shows the eligible parties, the amount of potential compensation, and the criteria for receiving each award.

Performance Award	Eligible Parties	Compensation Amount	Availability	Criteria	Evaluation Measure
<b>TIER 1</b>  1. School-based Performance Award	Principals (including assistant principals) and all instructional staff in participating schools	Principals-\$4000	Years 1, 2, 3, 4, 5	1) School meets AYP as defined by State Accountability System	DakotaSTEP scores/School Report Card OR
		Certified Instructional Staff-\$1500	Years 1, 2, 3, 4, 5	OR	Pre-post standardized achievement tests valid for grades or content areas not assessed by DakotaSTEP
		Non-certified Instructional staff-\$750	Years 1, 2, 3, 4, 5	2) School demonstrates growth in student achievement. Growth will be based on the progress from previous test results	Project leaders will determine instruments that are acceptable to meet these criteria.  Possibilities include DACS, SAT 10, Achievement Series.
<b>TIER 2</b>  2. Individual-Leadership Roles and Responsibilities	Principals and certified instructional staff in participating schools	Principals-\$1000	Years 1, 2, 3, 4, 5	Principals-Participation and contribution to the Leadership Academy and facilitation of Building Leadership Teams at local school	Attendance at Leadership Academy sessions and demonstration of competencies as established
		Instructional Staff-\$750	Years 1, 2, 3, 4, 5	Teachers-Active participation and contribution on Building	Principal and peer assessment of participation and

				<p>Leadership Team, Collaborative Work Groups, Peer Mentoring/Coaching or other leadership roles identified by local team</p> <p>Year 1: Participation on BLT or Collaborative Work Groups (one incentive award per person)</p> <p>Years 2 &amp; beyond: Participation and Quality of Contribution</p> <p>(Criteria to be determined through discussion in Leadership Academy)</p>	contribution
<p><b>TIER 2</b></p> <p>3. Individual- Effective Performance</p>	<p>Principals and Classroom Teachers* in participating schools</p> <p>Year 1 will be used to clarify who will be included as a classroom teacher.</p>	<p>Principals-\$1000</p> <p>Classroom Teachers-\$750</p>	<p>Year 1: Convene group of principals and teachers to establish criteria/develop instruments to define and measure individual effective performance beginning in Year 2.</p> <p>Years 2, 3, 4, 5: Implementation of what is proposed/developed</p>	<p>Criteria to be determined by group (s)</p>	<p>1) Instruments for principals to be selected and/or developed in Year 1</p> <p>2) Instruments for teachers to be selected and/or developed in Year 1</p>

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<b>TIER 2</b>  4. Individual/ Classroom Increases in Student Achievement	Teachers and para pros (including special educators) of content to include math, reading, language arts, social studies, and science.	Classroom Teacher-\$750  Paraprofessional directly assigned to classroom-\$350	Teachers/paras  Years 2, 3, 4, 5 with appropriate pre-post test measures in place  For Year 1 only, the US Department of Education has approved the following amendment:  Incentive dollars allocated for individual classroom increases in student achievement will be added to school-based performance awards.	Teacher/classroom demonstrates growth in student achievement. Growth will be based on the progress of students from previous test results	DakotaSTEP scores disaggregated and analyzed at the classroom level OR  Pre-post standardized achievement tests valid for grades or content areas not assessed by DakotaSTEP  During Year 1, project leaders will determine instruments that are acceptable to meet these criteria.  Possibilities include DACS, SAT 10, Achievement Series
<b>TIER 3</b>  5. Recruitment Incentive	Hard to staff positions in participating schools	Up to \$5000 per Teacher	Years 1, 2, 3, 4, 5	HQT for Science, Math, Foreign Language, Special Education <u>or</u> LEA-supported hard to fill instructional area	School writes a recruitment or retention request reflecting potential of \$10,000 per school  Project team reviews requests and approves or disapproves request